
SENATE BILL 5514

State of Washington 60th Legislature 2007 Regular Session

By Senators Kohl-Welles, Shin, Keiser, Delvin, Murray, Weinstein, Kline, Kauffman, Kilmer, Fairley, McAuliffe and Regala

Read first time 01/23/2007. Referred to Committee on Higher Education.

1 AN ACT Relating to employment opportunities at institutions of
2 higher education; adding a new section to chapter 28B.52 RCW; and
3 adding a new section to chapter 41.76 RCW.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 NEW SECTION. **Sec. 1.** A new section is added to chapter 28B.52 RCW
6 to read as follows:

7 (1) It is the purpose of this section to address growing concerns
8 about the academic staffing crisis in higher education. Staffing
9 issues, including the economic exploitation of adjunct faculty along
10 with the shrinking ranks of full-time tenured faculty, limit the
11 ability of the state system of higher education to provide high quality
12 education, improve retention rates, conduct research, and provide
13 support for economic development.

14 (2)(a) It is the goal of this section to have at least seventy-five
15 percent of the full-time equivalent faculty positions be held by full-
16 time tenured and tenure-track faculty in each department that has at
17 least eight full-time equivalent faculty positions, on each campus of
18 each institution of higher education.

1 (b) It is further the goal of this section to have salaries in
2 institutions of higher education that will attract and retain the best
3 faculty possible to educate the citizens of Washington state. To
4 achieve this goal, salaries for full-time faculty should be increased
5 above a regular cost-of-living increase until by 2013 salaries are in
6 the top twenty-five percent for faculty of comparable rank in global
7 challenge states. In addition, to achieve this goal, each institution
8 of higher education should determine a salary standard for adjunct
9 faculty members employed in each academic, technical, basic studies, or
10 other department that, subject to collective bargaining with the
11 exclusive representatives of faculty, constitutes a pro rata salary
12 compared to the salaries of full-time tenured faculty members of
13 comparable qualifications doing comparable work.

14 (3) In 2008, each institution of higher education shall determine
15 the number of full-time equivalent faculty positions held by part-time,
16 nontenured, tenure-track, and tenured faculty in each academic
17 department.

18 (4)(a) Each institution of higher education shall create a plan to
19 meet the goal in subsection (2)(a) of this section, subject to
20 collective bargaining with the exclusive representatives of the
21 faculty. In its plan, the institution shall state how it intends to
22 meet its goal not by eliminating positions for current employees but by
23 creating new full-time tenure-track positions, by creating
24 opportunities for adjunct faculty to attain full-time positions, and by
25 converting work done by adjuncts to the greatest extent possible.

26 (b) Those departments with at least eight full-time equivalent
27 faculty positions that do not meet the seventy-five percent goal in
28 subsection (2)(a) of this section shall, subject to appropriation,
29 beginning in September 2008, and in each succeeding year, increase the
30 share of positions held by full-time tenured and tenure-track faculty
31 so that by 2013 the legislature's goal of seventy-five percent is met.

32 (5) Each biennium, the governing boards of each institution of
33 higher education shall submit in their biennial budget request an
34 amount of funds sufficient to cover the projected costs of implementing
35 this section.

36 (6) Beginning in September 2008, subject to appropriation, each
37 institution of higher education shall increase faculty salaries by a
38 sufficient amount to raise the salaries to comparative global challenge

1 states' rates and to close the pro rata gap between adjunct faculty
2 salary and full-time faculty in each department, if a gap exists, so
3 that by September 2013, the legislature's goal is met.

4 (7)(a) Each institution of higher education shall establish a
5 process, subject to collective bargaining, under which adjunct faculty,
6 after successful completion of a probationary period, receive timely
7 notice of and priority consideration, consistent with other
8 institutional and state policies, for adjunct teaching assignments in
9 coming academic terms. The priority consideration shall include either
10 rights of first refusal for eligible classes or a continuing contract
11 with due process rights.

12 (b) Each institution of higher education shall create, subject to
13 collective bargaining, a process for ensuring that qualified internal
14 applicants receive priority consideration for attaining a tenure-track
15 position when one becomes available.

16 (c) The processes in this subsection shall be consistent with
17 institutional and state affirmative action and other personnel policies
18 and shall ensure that nontenure-track faculty: (i) Accumulate
19 seniority; (ii) are notified of job openings before the job is posted
20 outside of the institution of higher education; and (iii) have priority
21 consideration for appointments.

22 (8) Each institution of higher education shall establish a faculty
23 restoration and equity account.

24 (a) To the extent funds are appropriated, moneys in the account
25 shall be used to advance one-fifth of the way toward meeting the five-
26 year goal of increasing the number of undergraduate courses taught by
27 tenure and tenure-track faculty members to seventy-five percent in each
28 department; and

29 (b) To the extent funds are appropriated, moneys in the account
30 shall be used to advance one-fifth of the way toward meeting the five-
31 year goal of ensuring that full-time faculty receive wages in the top
32 twenty-five percent of global challenge states and adjunct faculty
33 receive fully comparable pay to full-time tenure and tenure-track
34 faculty.

35 (9) This section shall not be construed to either limit or reduce
36 salaries, benefits, or hiring rights in existence at an institution of
37 higher education on the effective date of this section or subsequently
38 established.

1 (10) As used in this section, "institution of higher education" has
2 the same meaning as in RCW 28B.10.016.

3 NEW SECTION. **Sec. 2.** A new section is added to chapter 41.76 RCW
4 to read as follows:

5 (1) It is the purpose of this section to address growing concerns
6 about the academic staffing crisis in higher education. Staffing
7 issues, including the economic exploitation of adjunct faculty along
8 with the shrinking ranks of full-time tenured faculty, limit the
9 ability of the state system of higher education to provide high quality
10 education, improve retention rates, conduct research, and provide
11 support for economic development.

12 (2)(a) It is the goal of this section to have at least seventy-five
13 percent of the full-time equivalent faculty positions be held by full-
14 time tenured and tenure-track faculty in each department that has at
15 least eight full-time equivalent faculty positions, on each campus of
16 each institution of higher education.

17 (b) It is further the goal of this section to have salaries in
18 institutions of higher education that will attract and retain the best
19 faculty possible to educate the citizens of Washington state. To
20 achieve this goal, salaries for full-time faculty should be increased
21 above a regular cost-of-living increase until by 2013 salaries are in
22 the top twenty-five percent for faculty of comparable rank in global
23 challenge states. In addition, to achieve this goal, each institution
24 of higher education should determine a salary standard for adjunct
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26 other department that, subject to collective bargaining with the
27 exclusive representatives of faculty, constitutes a pro rata salary
28 compared to the salaries of full-time tenured faculty members of
29 comparable qualifications doing comparable work.

30 (3) In 2008, each institution of higher education shall determine
31 the number of full-time equivalent faculty positions held by part-time,
32 nontenured, tenure-track, and tenured faculty in each academic
33 department.

34 (4)(a) Each institution of higher education shall create a plan to
35 meet the goal in subsection (2)(a) of this section, subject to
36 collective bargaining with the exclusive representatives of the
37 faculty. In its plan, the institution shall state how it intends to

1 meet its goal not by eliminating positions for current employees but by
2 creating new full-time tenure-track positions, by creating
3 opportunities for adjunct faculty to attain full-time positions, and by
4 converting work done by adjuncts to the greatest extent possible.

5 (b) Those departments with at least eight full-time equivalent
6 faculty positions that do not meet the seventy-five percent goal in
7 subsection (2)(a) of this section shall, subject to appropriation,
8 beginning in September 2008, and in each succeeding year, increase the
9 share of positions held by full-time tenured and tenure-track faculty
10 so that by 2013 the legislature's goal of seventy-five percent is met.

11 (5) Each biennium, the governing boards of each institution of
12 higher education shall submit in their biennial budget request an
13 amount of funds sufficient to cover the projected costs of implementing
14 this section.

15 (6) Beginning in September 2008, subject to appropriation, each
16 institution of higher education shall increase faculty salaries by a
17 sufficient amount to raise the salaries to comparative global challenge
18 states' rates and to close the pro rata gap between adjunct faculty
19 salary and full-time faculty in each department, if a gap exists, so
20 that by September 2013, the legislature's goal is met.

21 (7)(a) Each institution of higher education shall establish a
22 process, subject to collective bargaining, under which adjunct faculty,
23 after successful completion of a probationary period, receive timely
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25 institutional and state policies, for adjunct teaching assignments in
26 coming academic terms. The priority consideration shall include either
27 rights of first refusal for eligible classes or a continuing contract
28 with due process rights.

29 (b) Each institution of higher education shall create, subject to
30 collective bargaining, a process for ensuring that qualified internal
31 applicants receive priority consideration for attaining a tenure-track
32 position when one becomes available.

33 (c) The processes in this subsection shall be consistent with
34 institutional and state affirmative action and other personnel policies
35 and shall ensure that nontenure-track faculty: (i) Accumulate
36 seniority; (ii) are notified of job openings before the job is posted
37 outside of the institution of higher education; and (iii) have priority
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1 (8) Each institution of higher education shall establish a faculty
2 restoration and equity account.

3 (a) To the extent funds are appropriated, moneys in the account
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5 year goal of increasing the number of undergraduate courses taught by
6 tenure and tenure-track faculty members to seventy-five percent in each
7 department; and

8 (b) To the extent funds are appropriated, moneys in the account
9 shall be used to advance one-fifth of the way toward meeting the five-
10 year goal of ensuring that full-time faculty receive wages in the top
11 twenty-five percent of global challenge states and adjunct faculty
12 receive fully comparable pay to full-time tenure and tenure-track
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16 higher education on the effective date of this section or subsequently
17 established.

18 (10) As used in this section, "institution of higher education" has
19 the same meaning as in RCW 28B.10.016.

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